

Analysis of the causes and countermeasures of the phenomenon of "slow employment" of college graduates

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Abstract. In recent years, under the circumstance of tense employment situations, more and more college graduates are not eager to find employment upon graduation, but have become "unemployed", choosing to support teaching, postgraduate entrance examination, study tours or entrepreneurship inspection in a short period of time. The concept of "graduation is work" is gradually "releasing" in our country, and the "slow employment" group is growing day by day. The author has been thinking, "what kind of impact 'slow employment' has on themselves", "how they affect society", "how they view themselves", "how others view theirs" and so on.

Keywords: Slow employment; College graduates; Employment.

1. Analysis of the current situation of college students' "slow employment" phenomenon

Through the survey on the willingness of college students to "slow employment", the author roughly divides the "slow employment" of college students into two categories: rational choice type and passive helpless type. The rational choice type is because graduates did not fully prepare for employment and life planning after graduation, and decided to slow down, adjust their mentality, and give themselves a transition period from students to professionals. Through some series of thinking, the author subdivides the two major types into six types, namely, thinking about the future, preparing to start a business, worry-free life, flexible employment, walking away, and preferring to be short.

Through analysis, the author studies the motivation of college students to choose "slow employment" as the breakthrough point, and finds that they are mainly divided into the following five types: some students belong to passive "slow employment", such as some students with better family conditions and lack of courage to enter the workplace. However, if they choose to stay at home temporarily, this phenomenon of "slow employment" has the risk of turning into a phenomenon of "gnawing the elderly"; some students suffer setbacks in the process of employment, that is, the psychological expectations deviate from the actual jobs and they are unwilling to accommodate themselves. , so they choose to avoid employment or "up for sale", these students lack a sense of urgency in the face of fierce competition in the talent market, and ultimately lead to missing the best employment opportunities; some students are actively choosing "slow employment".

2. Analysis of the reasons for the "slow employment" of college students

The author analyzes the causes of the "slow employment" phenomenon and summarizes it into the following three points: First, under the continuous effect of the contradiction in the employment structure, there is a certain gap between the employment expectations of college students and the actual job demand. The emergence of "slow employment" has its inevitability; secondly, influenced by the personality characteristics of current college students, "post-90s" college students have their own opinions in life. Most of them are only children. Even if they choose "slow employment", the family can provide them with financial support to help them improve their career goals. Third, emerging jobs and employment concepts continue to emerge, and flexible and independent employment and entrepreneurial models are widely used. Accept, to a certain extent, these emerging employment groups are also "slow employment".

The Internet also has its views on the phenomenon of "slow employment" of college students. The increasingly repressed emotions of the heavy-burdened young people are difficult to release, and the unconventional "slow employment" fully satisfies these people's desire for self-decompression. However, Fan Zijun believes that although pursuing reform and innovation in the traditional employment concept and advocating a new and diverse employment concept is something worthy of research and exploration, as long as we are still in the "fast-paced" realistic background, as long as the actual jobs the contradiction of demand is still prominent. "Slow employment" can only be the patent of very few people at best. It is still a false proposition with a very full ideal and a very skinny reality. It is not only difficult to form a perfect employment value system, but also in the employment concept of college students. Misleading information.

3. Analysis on the Countermeasures of College Students' "Slow Employment"

The author analyzes the current situation and causes of the phenomenon of "slow employment" of college students, studies and reflects on "slow employment" with pedagogical methods and theories, and draws the following countermeasures.

3.1 Make career planning as early as possible, and constantly adjust and optimize

Students should make career planning as soon as possible, and should determine their general career direction before the high school science division, so that blindness can be avoided to a certain extent in the selection of majors after the college entrance examination and before the start of the university.

After the college entrance examination, it is necessary to focus on the choice of industry. After entering university, you need to focus on specific career options. Because through the study of university professional courses, students have a further detailed and micro-understanding of their majors, and they can also continuously adjust their understanding of the occupation they will engage in through practice, and continuously optimize and clarify their occupational cognition through practice, to be able to Make the career you choose to better suit your ambitions, interests and personal strengths.

3.2 Strengthen independent awareness education and strengthen employment motivation

College students should cultivate their sense of independence in family, school and social life as soon as possible, and continuously exercise their independent ability by participating in on-campus practical activities during their stay in college. Gradually reduce the material and psychological dependence on parents, and at the same time, by participating in off-campus internship activities, deepen the intuitive understanding of the job market and the occupations to be engaged in in the future, reasonably adjust employment expectations, and continuously optimize and match their conditions to target industries and target jobs. The ineffective "slow employment" behavior of its competitiveness is also a constant depreciation of its competitiveness.

3.3 Identify and grasp employment opportunities

College students should seize the employment opportunity as soon as possible. Autumn and spring are the golden seasons for employment. Most employers will conduct a large number of campus recruitment in the fall, and college students should pay more attention to major orders during this time.

In the spring, the campus recruitment will conduct supplementary recruitment. After the campus recruitment in the fall and spring is over, the employer is more inclined to recruit new graduates for the next academic year.

4. Summary

To sum up, through a series of investigations, research, analysis and reflection, the author believes that to effectively solve the problem of slow employment of college graduates, the continuous efforts of the government, society, universities and themselves are needed. Employment environment, colleges and universities do a good job in career planning and employment guidance education, and students can help reduce the phenomenon of "slow employment" by correcting their attitudes and clarifying career goals.

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